

ACR-GNY & John Jay Roundtable Breakfast | September 7, 2023

ZOOM MEETING PUBLIC CHAT TRANSCRIPT

INFORMAL NETWORKING CHAT

08:02:47 From Danielle To Everyone:

I am in Australia, so it is definitely not hot here!

08:06:01 From Maurice's OtterPilot To Everyone:

Hi, I'm an AI assistant helping Maurice Lauriano take notes for this meeting.

Follow along the transcript here:

https://otter.ai/u/GatsYVvf1Dwyp67el8YcwLHJKdE?utm_source=va_chat_link_1

You'll also be able to see screenshots of key moments, add highlights, comments, or action items to anything being said, and get an automatic summary after the meeting.

08:06:16 From Chloe Choi (She/her), NJ To Everyone:

Welcome to everyone! Our official program will begin at 8:30AM.

Please rename yourself and add where you are calling in from. To do this hover over the three dots in the upper righthand corner of your Zoom screen. Click on this and select "Rename" - this will last for this session only.

08:07:51 From Jess Kent To Everyone:

Good morning, friends. Jess Kent here from Buffalo, NY. Let's introduce ourselves via chat with a random fact about something we enjoyed this summer. Mine was a spectacular rainbow sighting!

08:08:16 From Sally Dear-Healey (she/her/hers) To Everyone:

Morning everyone! I'm from the Binghamton, NY area. Happy to be here!

08:09:10 From Kim P To Everyone:

Kim P from Ithaca

08:09:31 From thureiyya rodriguez To Everyone:

Thureiyya from NYC

08:10:09 From thureiyya rodriguez To Everyone:

I enjoyed kayaking through a LL Bean Outdoor Discovery

08:10:15 From Maia Taub - Rochester, NY To Everyone:

Maia Taub, Rochester, NY, and... I enjoyed my space heater this summer, as our AC here in the building is constantly set too low!

08:10:57 From Harvey Newman, NYC To Everyone:

I enjoyed retuning to the movies. I have seen "Oppenheimer" and "Barbie". This encouraged me to start a Meetup called "Film Raps" which is an opportunity for film buffs to discuss films every 1st Saturday of the month.

08:12:44 From Kim P To Everyone:

Just came back from a great two day trip from Detroit. Fantastic art and music!

08:12:49 From Vee To Everyone:

Veronica from Canada. Played lots of tennis tournament and met new people. Fantastic summer!

08:13:31 From Sharon Sutherland (Tsawwassen, BC) To Everyone:

Hi. I'm Sharon, joining from the traditional lands of the S̓c̓awaθn M̓steyəx̓w (Tsawwassen, BC, Canada). I enjoyed an amazing trip to Greenland!

08:14:58 From Toni Mason-Clarke NY To Everyone:

Good Morning, calling from Queens NY, I enjoyed visiting the Kennedy Space Center, Orlando

08:16:27 From Deborah Somme NYC To Everyone:

Hello to all, good to see you again. Hoping you're enjoying the summer.

08:17:40 From Maurice's OtterPilot To Everyone:

Hi, I'm an AI assistant helping Maurice Lauriano take notes for this meeting. Follow along the transcript here:
https://otter.ai/u/GatsYVvf1Dwyp67el8YcwLHJKdE?utm_source=va_chat_link_2

You'll also be able to see screenshots of key moments, add highlights, comments, or action items to anything being said, and get an automatic summary after the meeting.

08:20:49 From Maria R. Volpe, NYC To Everyone:

If anyone would like to join the NYC DR listserv, please send me your name and email mvolpe@jjay.cuny.edu

08:22:07 From Sandra Montenegro To Everyone:

Bom Dia! I'm Sandra Montenegro from Brasília. I'm a lawyer, mediator, and teacher. My expertise lies in family conflicts and cross-cultural and cross-border disputes, in Portuguese, French, Spanish, and English. I work in both private conflict resolution and judicial mediation. I would like to know if it would be possible to participate in remote research or teaching activities.
Slamontenegro@gmail.com

08:23:12 From Jess Kent - Buffalo, NY To Everyone:

For newcomers who have recently joined, this is a repeat: Good morning, friends. Jess Kent here from Buffalo, NY. Let's introduce ourselves via chat with a random fact about something we enjoyed this summer. Mine was a spectacular rainbow sighting!

08:23:53 From Ramona Buck To Everyone:

We enjoyed going to the Grand Canyon earlier this year - a lovely visit.

08:24:19 From Chloe Choi (She/her), NJ To Everyone:

Past recordings are available here:

<https://www.jjay.cuny.edu/DRC/EVENTS>

and here: <https://acrgny.org/RTB-Videos>

08:24:41 From Doris Ling-Cohan, NYC To Everyone:

I am a trained Mediator and former trial and appellate judge and also looking for volunteer mediation opportunities.

Dorisingcohan@gmail.com

08:24:46 From Claudia Frankel Grosman - São Paulo | Brazil To Everyone:

Reacted to "We enjoyed going to ..." with 

08:24:47 From Tina Jones, DE To Everyone:

Reacted to "Past recordings are ..." with 

08:24:54 From Martha Chazanoff Livingston County NY To Everyone:

I'm here from Livingston Country. Random fact about something I enjoyed this summer??? I passed my notary exam! :-)

08:25:19 From Claudia Frankel Grosman - São Paulo | Brazil To Everyone:

Good morning.

08:26:01 From Maia Taub - Rochester, NY To Everyone:

Oh, hey, Martha!

08:26:04 From Max Rivers To Everyone:

Good morning. Max Rivers, the Marriage Mediator from Philadelphia Pennsylvania USA

08:26:42 From Deborah Somme NYC To Everyone:

Great idea. I'm Deborah Somme from Queens, NY. I'm enjoying a terrific summer. Have seen several plays. I love musicals. Visited my favorite library and museum both in BKLYN. Really enjoying. the season! Hope you are too.

08:26:55 From Dr. Kishor Dere To Everyone:

Good evening from New Delhi, India.

08:27:03 From Martha Chazanoff Livingston County NY To Everyone:

Replying to "Oh, hey, Martha!"

Good Morning!

08:27:08 From Subrata Paul - Wayne County, NY To Everyone:

Good morning - Subrata from the Finger Lakes area with the Center for Dispute Settlement.

08:27:17 From Pam Manning Savannah, GA To Everyone:

Good Morning... I am Pam Manning from Savannah, GA. I am the General civil mediation manager for The Mediation Center.... I enjoy these so round tables so much. Thanks so much!!!

08:27:36 From S Charles To Everyone:

Reacted to "Great idea. I'm Debo..." with 😊

08:28:18 From Martha Chazanoff Livingston County NY To Everyone:

Replying to "Good morning - Subra..."

Hi Subrata!

08:28:45 From Marla Moss, Mediator To Everyone:

Good morning! I'm a New Jersey mediator focusing on employment disputes and business matters. I love being a part of this group, great programs!

08:29:29 From Amy Gladstone To Everyone:

My name is Amy Gladstone and I am thrilled to be here. After over 30 years as a trial attorney, specializing in Labor and Employment litigation, I am launching a mediation practice. I'd love to connect with others in this group, network and learn!

08:30:47 From Jarling Ho - she/her, MA To Everyone:

Morning all! Jarling, with the MA Office of Public Collaboration. We had a family reunion in Taiwan! 18 people all flew from the US to hang out together on a bus tour of the island. 😊

08:30:54 From Tina Jones, DE To Everyone:

Reacted to "Hi, I'm an AI assist..." with 👍

08:31:04 From Lori Schuldiner Schor (she/her) To Everyone:

I am a Municipal Mediator based in Millburn NJ. I mediate in Northern NJ Municipal Courts. I appreciate all that this list-serve offers and applaud Maria's efforts always!

08:31:07 From Jess Kent - Buffalo, NY To Everyone:

For newcomers who have recently joined, this is a repeat: Good morning, friends. Jess Kent here from Buffalo, NY. Let's introduce ourselves via chat with a random fact about something we enjoyed this summer. Mine was a spectacular rainbow sighting!

08:31:50 From Deborah Somme NYC To Everyone:

Replying to "Oh, hey, Martha!"

Hey Martha

08:32:19 From Amy Gladstone To Everyone:

This summer, I took the trip of a lifetime - a cruise to Alaska!

08:32:57 From Claudia Frankel Grosman - São Paulo | Brazil To Everyone:

Reacted to "This summer, I took ..." with 👍

08:33:05 From Claudia Frankel Grosman - São Paulo | Brazil To Everyone:

Reacted to "This summer, I took ..." with 🙌

08:33:09 From Claudia Frankel Grosman - São Paulo | Brazil To Everyone:

Removed a 🙌 reaction from "This summer, I took ..."

08:33:17 From Claudia Frankel Grosman - São Paulo | Brazil To Everyone:

Reacted to "This summer, I took ..." with 👍

08:33:20 From Claudia Frankel Grosman - São Paulo | Brazil To Everyone:

Removed a 🙌 reaction from "This summer, I took ..."

08:33:27 From Chloe Choi (She/her), NJ To Everyone:

Reacted to "This summer, I took ..." with 👍

OFFICIAL PRORAM BEGINS

08:33:52 From Debra Hamilton To Everyone:

Dan is gift to us all

08:37:52 From Niki Borofsky | Boston To Everyone:

Welcome to Dan Berstein! More about Dan and his work |
www.mhmediate.com

08:37:56 From S Charles To Everyone:

Reacted to "This summer, I took ..." with 👍

08:38:19 From Jenn (Oneonta) To Everyone:

Reacted to "Welcome to Dan Berst..." with ❤️

08:38:45 From Niki Borofsky | Boston To Everyone:

Dan's book | Mental Health and Conflicts: A Handbook for Empowerment,
published by the American Bar Association and available at
<https://www.americanbar.org/products/inv/book/420367133/>

08:39:45 From Colleen H, CC DRC To Everyone:

Much appreciate you Dan being so transparent about this, it helps break down the stigma around bipolar.

08:39:53 From Candace (CJ Ministry & CJ Lifting Hands) To Everyone:

Reacted to "Welcome to Dan Berst..." with ❤️

08:39:56 From Jacqueline Kelley To Everyone:

Reacted to "Much appreciate yo..." with ❤️

08:39:57 From Niki Borofsky | Boston To Everyone:

Reacted to "Much appreciate you ..." with ❤️

08:40:16 From Jenn (Oneonta) To Everyone:

Reacted to "Much appreciate you ..." with ❤️

08:40:20 From Tina Jones, DE To Everyone:

Reacted to "Much appreciate you ..." with ❤️

08:40:53 From Dr. Kishor Dere To Everyone:

(Question for Dan): Do you think that the technologies like Artificial Intelligence (AI) can help in mitigating mental health-based discrimination?

08:41:23 From Jess Kent - Buffalo, NY To Everyone:

Reacted to "(Question for Dan): ..." with 😊

08:41:45 From Niki Borofsky | Boston To Everyone:

As a reminder, the recordings of this program (as well as a transcript of the public chat) will be available online by next week at:

<https://www.jjay.cuny.edu/DRC/EVENTS>

and here: <https://acrngny.org/RTB-Videos>

08:42:00 From Tina Jones, DE To Everyone:

Reacted to "As a reminder, the r..." with 👍

08:42:07 From Niki Borofsky | Boston To Everyone:

Dan will stop for questions after each portion to answer questions.

08:42:34 From Niki Borofsky | Boston To Everyone:

Feel free to continue to pop your questions into the chat as we go along.

08:49:23 From Sally Dear-Healey (she/her/hers) To Everyone:

Doctors can also decide not to treat people based on "differences in beliefs/opinions."

08:51:14 From Sara Barnes MV Mediation To Everyone:

Dan my brother is bi polar and I don't have a question, I just want to send you support for your work and thank you as a mediator and mostly as a sister of a person with bi polar who is struggling daily.

08:51:48 From N To Everyone:

Reacted to "Dan my brother is bi..." with ❤️

08:52:03 From Jenn (Oneonta) To Everyone:

Reacted to "Dan my brother is bi..." with ❤️

08:52:14 From Maryann To Everyone:

What are your thoughts about others determining whether or not you lack capacity?

08:52:52 From Danielle - Melbourne, Aus To Everyone:

The idea that being out is career limiting

08:54:48 From Claudia Kenny To Everyone:

Dan thank you for sharing these messages through your story- this is an important message and because you are sharing from your personal experiences I am taking it all- I will be a better mediator because of this sharing. Thank you for this!

08:54:48 From Colleen H, CC DRC To Everyone:

Reacted to "Dan my brother is bi..." with 👍

08:55:31 From Jenn (Oneonta) To Everyone:

Reacted to "Dan thank you for sh..." with ❤️

08:55:45 From Jess Kent - Buffalo, NY To Everyone:

Reacted to "Dan my brother is bi..." with ❤️

08:56:50 From Sandra Montenegro To Everyone:

I'm impressed by how a program of 'inclusion' can do harm through discrimination and stigma. Such a malevolent and determining label. How much courage it takes to disclose this information and persist, so that respect prevails and knowledge is built, replacing prejudice and stigma .

09:00:33 From Niki Borofsky | Boston To Everyone:

Dan's book | Mental Health and Conflicts: A Handbook for Empowerment, published by the American Bar Association and available at <https://www.americanbar.org/products/inv/book/420367133/>

09:03:03 From Niki Borofsky | Boston To Everyone:

QUESTIONS?

09:04:47 From B. Aidara To Everyone:

Question: would including information about a complainant/respondent's mental/emotional condition in a case intake doc help mediators be more bias-resistant?

09:05:54 From Sally Dear-Healey (she/her/hers) To Everyone:

I'm curious about mediating when one party openly claims that the other party is mentally ill, and there are certain behaviors noted that would indicate that the party may not be "of sound mind and body."

09:06:29 From Verlyn Francis To Everyone:

Dan, your outline so far, brings to mind the similarities between mental illness stigma and discrimination and racial discrimination. I suspect this will continue into the "Inadvertent Discrimination" portion of your presentation.

09:06:37 From B. Aidara To Everyone:

Question: does being bias resistant to complainants/respondent's mental/emotional condition require centering the needs of the person with an official condition more than the other party?

09:08:52 From N.Zanolli, Switzerland To Everyone:

Your courage, self-knowledge and -analysis, perseverance are most commendable if not unique. Congratulations for your work and many thanks addressing mediators.

09:09:26 From Dr. Kishor Dere To Everyone:

Is it fair to say that even in the "Highly Developed 21st century", homo sapiens are as ignorant and biased as they used to be thousands of years ago?

09:09:38 From Lewellyne C Blanchard To Everyone:

Reacted to "Is it fair to say th..." with 👍

09:10:05 From Sandra Montenegro To Everyone:

Can you share about the four aspects to observe? Slamontenegro@gmail.com

09:12:08 From Sara Barnes MV Mediation To Everyone:

Identifying behaviors and actions of all participants, works as a stigma reduction approach as opposed to assessing competence which can easily lead to bias.. This is what our organization tries to do and it works—thanks for teaching us about how to do this. Sara Barnes MV Mediation info@mvmediation.org

09:12:17 From Maria R. Volpe, NYC To Everyone:

Dan Berstein's email ... dan@mhmediate.com

09:15:14 From B. Aidara To Everyone:

Reacted to "Is it fair to say th..." with 👍

09:15:48 From Niki Borofsky | Boston To Everyone:

Thank you for everyone's engagement and questions on this part, We have to keep moving on.

09:16:21 From Harvey Newman, NYC To Everyone:

Check this link out to see research that has determined AI's biases toward gender, race, culture and other forms of stereotype.
<https://www.bloomberg.com/graphics/2023-generative-ai-bias/>

09:17:15 From Monae Ollivierre To Everyone:

Thank you for speaking on this.

09:17:19 From Niki Borofsky | Boston To Everyone:

Bias in Your In-Box | <https://www.americanbar.org/events-cle/ecd/ondemand/416183776/> (ABA members access)

09:18:42 From Niki Borofsky | Boston To Everyone:

Professionalism as a Racial Construct |
<https://www.uclalawreview.org/professionalism-as-a-racial-construct/>

09:19:28 From B. Aidara To Everyone:

Reacted to "Professionalism as a..." with 👍

09:19:31 From N To Everyone:

Great that MH history is not being demanded. Many people, especially those who have been marginalized due to racial, economic and other forms of discrimination have been labeled and 'diagnosed' many times and are pressured to keep disclosing a laundry list of often outdated and incorrect diagnoses, but don't feel allowed to reject or hide them. Used to work with incarcerated folks who have decades of unhelpful labels that continued stigmatizing and weighing them down years after a brief and low-quality diagnostic session aimed to allow some facility to bill for services.

09:19:32 From B. Aidara To Everyone:

Reacted to "Bias in Your In-Box ..." with 👍

09:20:52 From Niki Borofsky | Boston To Everyone:

Replying to "I'm curious about me..."

Ways mental health issues can be called into question in a mediation:

1. Facts of case
2. Self-Disclosure
3. What the mediator thinks (subjective)
4. Accusations (or questions that may trigger bias)

09:24:20 From Niki Borofsky | Boston To Everyone:

Preventing Unintentional Discrimination in Dispute Resolution |
<https://bit.ly/ABADiscrimination>

09:26:03 From Niki Borofsky | Boston To Everyone:

Stigma Responses Summary | <https://bit.ly/StigmaResponses>

09:26:48 From Sara Barnes MV Mediation To Everyone:

Can you address how to help to train mediators to not operate out of fear and reject these cases. I find that many mediators just believe they have no ability to handle these cases.

09:27:39 From Niki Borofsky | Boston To Everyone:

NAMI | <https://www.nami.org/Home>

09:28:22 From Tina Jones, DE To Everyone:

Reacted to "Identifying behavior..." with 👍

09:28:44 From Harvey Newman, NYC To Everyone:

Isn't this soundness of mind comparable to our Constitutional right to be assumed innocent until proven guilty in a court of law?

09:29:44 From Niki Borofsky | Boston To Everyone:

<https://bit.ly/NoticeMediatorDiscrimination>

09:31:09 From Hyacinth Charles To Everyone:

Is there a difference between mental illness (suggesting active dysfunction) and history of . . . It's similar in my mind to someone who has active COVID for example as opposed to a history of illness?

09:34:55 From Ellyn Rabinowitz, LCSW To Everyone:

Thank you for discussing this important topic. I have family members who are bipolar or other mental health challenges and also therapy clients who have it or are impacted by family members, as well as mediation clients. However, know from experience that medication makes a big difference in stabilizing moods, but many bipolar people do not like losing their "high" or manic state and don't want to take meds. What is your suggestion for this?

09:35:29 From David Thaler (FMCS) To Everyone:

It seems that this approach of addressing mental health in mediation fits very well in the evolution and growth of the inclusion of the ethical principle of self-determination as a standard of practice in mediation codes / rules /guidelines /best practices throughout the world. FMCS has recently updated its ethical standards to include self-determination.

In a nutshell, even if you don't understand the origin of someone's view of the world, to quote Difficult Conversations, "To get anywhere in a disagreement, we need to understand the person's story well enough to see how their conclusions make sense within it."

09:35:44 From Niki Borofsky | Boston To Everyone:

Trauma-Informed and Bias-Resistant Project | <https://biasresistantcourts.org/>

09:36:31 From Sally Dear-Healey (she/her/hers) To Everyone:

But what if you believe, based on their current behavior and actions, that one party is not participating voluntarily in the (divorce) mediation?

09:36:33 From Randy Duque To Everyone:

he froze

09:36:39 From Lewellyne C Blanchard To Everyone:

yes- he is frozen

09:36:51 From Adria Gulizia To Everyone:

Can you text him? He may not realize he's frozen

09:37:09 From Berlotte Antoine, Community Board 17, Chair Parks- Beautification Committee To Everyone:

Maybe call him

09:37:38 From N To Everyone:

Western/US language and models of mental illness also tend to imply permanence, not fluctuation or recovery, while other cultures often recognize mh situations as transitory and able to be managed by family/community, not just calling medical professionals and removing the person from community. Ethan Watters' Crazy Like Us is a great book looking at understandings of mental health across cultures

09:38:34 From Doris Ling-Cohan, NYC To Everyone:

Can we get the cite to website back

09:38:56 From Dan Berstein To Everyone:

dan@mhmediate.com

09:39:18 From Niki Borofsky | Boston To Everyone:

Website: <https://biasresistantcourts.org/>

09:39:34 From Jarling Ho - she/her, MA To Everyone:

Reacted to "Western/US language ..." with 👍

09:40:11 From Tina Jones, DE To Everyone:

Reacted to "It seems that this a..." with 👍

09:40:45 From Tina Jones, DE To Everyone:

Reacted to "Website: <https://bia...>" with 👍

09:41:06 From Maryann To Everyone:

Dan is that ADA under Title II and III under public accommodation?

09:41:25 From Niki Borofsky | Boston To Everyone:

Live and ready for feedback website | EXCLUSIVE debut access |
<https://biasresistantcourts.org/>

09:47:13 From Niki Borofsky | Boston To Everyone:

Replying to "It seems that this a..."

FMCS Standards of Practice for Shared Neutrals |
<https://www.fmcs.gov/sharedneutrals/standards-of-practice-for-shared-neutrals/>

09:47:35 From Tina Jones, DE To Everyone:

Removed a 👍 reaction from "It seems that this a..."

09:47:39 From Tina Jones, DE To Everyone:

Reacted to "It seems that this a..." with 👍

09:47:44 From Tina Jones, DE To Everyone:

Removed a 👍 reaction from "It seems that this a..."

09:47:46 From Tina Jones, DE To Everyone:

Reacted to "It seems that this a..." with 👍

09:48:09 From Niki Borofsky | Boston To Everyone:

...stay tuned for additional accessible formats and features.

09:48:56 From Maria R. Volpe, NYC To Everyone:

Reminder ... all of the resources are FREE

09:49:10 From Tina Jones, DE To Everyone:

Reacted to "Reminder ... all of th..." with 👍

09:49:34 From N To Everyone:

These are wonderful! Thank you, Dan!

09:50:00 From Niki Borofsky | Boston To Everyone:

<https://mhmediate.com/avoidance>

09:50:04 From Niki Borofsky | Boston To Everyone:

PW "Avoid"

09:50:39 From Kim Reisch (she/her) To Everyone:

Recognizing that behaviors exhibited in mediation are a function of the parties' conflict helps me avoid diagnosing people as stubborn, narcissistic, or lacking in capacity.

09:50:50 From Niki Borofsky | Boston To Everyone:

(you'll need to enter the PW twice)

09:50:59 From Deborah Somme NYC To Everyone:

Thank you for this information

09:51:49 From Tamika Shiver - New York, NY To Everyone:

Reacted to "Recognizing that beh..." with ❤️

09:52:03 From Tina Jones, DE To Everyone:

Reacted to "FMCS Standards of Pr..." with 👍

09:52:29 From Niki Borofsky | Boston To Everyone:

HCP = High Conflict People

09:53:54 From Niki Borofsky | Boston To Everyone:

Challenging behaviors impact most workplaces | <https://mhmediate.com/toxic>

09:54:13 From Felicitas Kort NYC To Everyone:

My compliments for being a role model with your transparency in dealing with bipolar disorder. Questions a) what are your strategies to prevent new episodes ? b) how do you use mindfulness and c) any suggestions on how AI copes with bipolar disorder ?

09:54:31 From Sara Barnes MV Mediation To Everyone:

This organization with the name something like High Conflict People mediation group is so offensive and I wish that the group that is assemble here would help that particular group to rethink their brand

09:55:19 From Maia Taub - Rochester, NY To Everyone:

I have to leave early -- another meeting at 10 AM. Thank you for this presentation, and I'll be sure to take the bias resistant courts resource back to my colleagues!

09:56:06 From Helen Higginbotham To Everyone:



09:56:09 From Pam Manning Savannah, GA To Everyone:

What a wonderful presentation and I will be taking this back to my team... GREAT work!! and great information. I learned so much.

09:56:11 From Lewellyne C Blanchard To Everyone:

Great info and resources - TY

09:57:06 From Randy Duque To Everyone:

Thank you for sharing your knowledge and the resources, Dan.

09:57:22 From N To Everyone:

Hollaback does some great bystander trainings for free

09:57:28 From Mike Gildesgame To Everyone:

In bystander training focus on actions and leave your perceptions aside.

09:57:47 From David Thaler (FMCS) To Everyone:

IMHO, this guidance that we've seen, which is biased against people who may have diverse mental health situations, is motivated by the pressure that many neutrals and program organizers feel to produce "agreement," when the ethics of our profession should dictate that mediation is about providing a safe, respectful forum for the parties to determine how to use the process and communicate with one another.

09:58:22 From Verlyn Francis To Everyone:

Thank you, Dan, for this amazing presentation on this topic which is vital to our profession! So important to have open discussions and learn about how to avoid inadvertent discrimination.

09:58:36 From Mike Gildesgame To Everyone:

David, you are correct. Thanks

09:58:49 From Tammy Patterson, RCJLC, Watertown, NY To Everyone:

Dan,

09:58:55 From Kim Reisch (she/her) To Everyone:

I think a lot of these biases come from our own internal ideas about what an ideal problem solving process looks like, calm, rational, thoughtful and respectful. Not all of our mediators are prepared when parties show up differently. They spend the time trying to calm, restrain, redirect people toward solutions the mediator sees as possible, ethical, and fair. Mediators need to be internally comfortable for the messiness of conflict. (Or working on it!)

09:59:00 From Hyacinth Charles To Everyone:

An important presentation. Thank you for sharing and for ur vulnerability

09:59:24 From Lewellyne C Blanchard To Everyone:

@David - yes, often reminding mediators-especially newer ones- that we are not here to get an agreement!

09:59:59 From Tammy Patterson, RCJLC, Watertown, NY To Everyone:

Reacted to "@David - yes, often ..." with 👍

10:00:02 From Claudia Frankel Grosman - São Paulo | Brazil To Everyone:

Dan, Great to hear you. Amazing work. Thank you!

10:00:08 From Tammy Patterson, RCJLC, Watertown, NY To Everyone:

Dan, Thank you for this presentation and the resources. I am excited to share this with the mediators at our CDRC.

10:00:16 From Sara Barnes MV Mediation To Everyone:

David Thaler. That is a very helpful comment, I will make use of it. Thanks!

10:00:22 From Marla Moss, Mediator To Everyone:

I agree with David and Kim. Thank you Dan for an eye opening program! In my workplace mediations there is often high emotions and chaos.

10:00:33 From Claudia Frankel Grosman - São Paulo | Brazil To Everyone:

Reacted to "IMHO, this guidance ..." with 👍

10:00:36 From N To Everyone:

Bystander trainings provide tools to help interrupt situations where someone is being harmed or harassed on the basis of some identity, it can also be helpful for people experiencing stigma on the basis of perceived mh issues, agree we all need to be as aware of these as other forms of stigma

10:00:44 From Michael Cassandra To Everyone:

Thank you, Dan, for the full and well prepared presentation. Thanks for raising my awareness about another set of my own biases and resources to handle them.

10:00:53 From Will Sawma - DRCCC To Everyone:

Reacted to "Thank you, Dan, for ..." with ❤️

10:01:10 From Tina Jones, DE To Everyone:

Reacted to "Thank you, Dan, for ..." with ❤️

10:01:32 From N To Everyone:

Reacted to "Thank you, Dan, for ..." with ❤️

10:01:42 From Helen Higginbotham To Everyone:

Dan Thanks for your sharing your vulnerability!!!

10:01:51 From B. Aidara To Everyone:

Reacted to "FMCS Standards of Pr..." with 👍

10:01:54 From Jenn (Oneonta) To Everyone:

Thank you for a wonderful and needed presentation. Great resources!!

10:01:58 From Tina Jones, DE To Everyone:

Conscious-raising presentation! Thank you! Thinking. 🙌

10:01:58 From Subrata Paul - Wayne County, NY To Everyone:

Thank you so much, Dan, this was a thought-provoking and thoughtful presentation.

10:02:04 From Marla Moss, Mediator To Everyone:

Reacted to "IMHO, this guidance ..." with 👍

10:02:05 From Jacqueline Kelley To Everyone:

Thank you, Dan. This was so insightful!

10:02:08 From B. Aidara To Everyone:

Thank you everyone!

10:02:08 From Cheryl Prewitt To Everyone:

Thank you

10:02:09 From Candace (CJ Ministry & CJ Lifting Hands) To Everyone:

Thank you Dan

10:02:14 From Katherine , Chatham, NY To Everyone:

Thank you - so valuable!

10:02:17 From MV Mediation To Everyone:

Thank you. Very informative and though provoking.

10:02:18 From David Thaler (FMCS) To Everyone:

Thank you, Dan. Greta presentation!!!!

10:02:27 From Mary Lynn Nicolas-Brewster To Everyone:

Thank you. Great presentation!

10:03:00 From Danielle - Melbourne, Aus To Everyone:

Thank you! So many insights to take away from this session.

10:03:05 From Dan Berstein To Everyone:

People can contact me at dan@mhmediate.com

10:04:03 From Marla Moss, Mediator To Everyone:

Reacted to "I think a lot of the..." with 👍

10:05:18 From Dr. Kishor Dere To Everyone:

Dan Berstein is a role model for all those aspiring to see a world free from biases against mental health discrimination.

10:05:28 From Niki Borofsky | Boston To Everyone:

Thank you for all your great engagement. You are encouraged to contact Dan with offline questions at his email | dan@mhmediate.com

END OF OFFICIAL PROGRAM

POST-PROGRAM CHAT

10:06:38 From N To Everyone:

Maybe only use the same nouns we would for any health issue someone might disclose. We don't say 'I'm having health struggles when my diabetes is flaring up'

10:06:40 From Danielle - Melbourne, Aus To Everyone:

All the hidden job requirements

10:06:56 From Saadia Ahmad (she/her/hers) To Everyone:

thank you this is very helpful

10:07:31 From Sandra Montenegro To Everyone:

Replying to "Reminder ... all of th..."

Can we receive the chat?

10:08:29 From Niki Borofsky | Boston To Everyone:

Replying to "Reminder ... all of th..."

The public chat transcript is posted with the video recording at <https://www.jjay.cuny.edu/DRC/EVENTS> and <https://acrngny.org/RTB-Videos>

10:11:54 From Maryann To Everyone:

I remember that document

10:12:38 From Niki Borofsky | Boston To Everyone:

The document being discussed | The ADA Mediation Guidelines | <https://www.cardozojcr.com/ada-mediation-guidelines/>

10:13:25 From N To Everyone:

What a wonderful takeaway from a difficult process that has benefited so many people through the new resources

10:13:40 From Sally Dear-Healey (she/her/hers) To Everyone:

I would love to be part of that conversation Sara!!!

10:15:27 From Doris Ling-Cohan, NYC To Everyone:

Thank you for your amazing lifetime work! Looking forward to helping you in making the courts more bias free. I am a former judge and a Mediator and on NYS's courts DEI commission: Franklin H. Williams Commission.

Dorisingcohan@gmail.com

10:16:11 From Doris Ling-Cohan, NYC To Everyone:

Reacted to "Dan Berstein is a ro..." with 

10:20:20 From Michele Chilton, Neighborhood Dispute Settlement, Harrisburg, PA To Everyone:

Thank you Dan for your presentation this morning, and everyone have a great rest of the day!

10:21:01 From Danielle - Melbourne, Aus To Everyone:

In Australia we talk about the risk of 'othering' - is that a term used in the US?

10:23:39 From N To Everyone:

That sounds really tough, Maryann! Definitely agree with Dan. Frames that talk about equity/equality and about harm to specific groups do not resonate well with audiences with conservative values. Focusing on meeting your organization's standards for services, following the laws, meeting the needs of the community (not the few/different) should work better and can be used to achieve the same thing under different labels

10:25:17 From Dejana M Perrone, Esq To Everyone:

Thank you!

10:25:32 From Niki Borofsky | Boston To Everyone:

Thank you to Dan!

10:25:33 From Harvey Newman, NYC To Everyone:

Wonderful presentation, Dan. Thank you.

10:25:35 From Heather Fogg (she/hers) To Everyone:

Thank you for all of your work, Dan! I'm so glad that you're here in this world and field - helping us all grow!

10:25:39 From Sally Dear-Healey (she/her/hers) To Everyone:

This has been really informative and I'm thankful for your work!

10:25:43 From Chloe Choi (She/her), NJ To Everyone:

Thank you so much, Dan!

10:25:45 From Jenn (Oneonta) To Everyone:

Thank you Dan, this was very insightful and really enjoyed listening to this presentation.

10:25:51 From Laura McGrew To Everyone:

Dan, fabulous to see/hear you in person! Very very helpful!

10:25:51 From Tina Jones, DE To Everyone:

Thank you! 🙏

10:26:05 From Michele Chilton, Neighborhood Dispute Settlement, Harrisburg, PA To Everyone:

Continue to be encouraged all!

10:26:22 From Chloe Choi (She/her), NJ To Everyone:

Here is link to a google doc summarizing the topics and speakers: https://drive.google.com/file/d/1HzuFAxQ_EyGmMIx03w-08t-vjgG2POAK/view?usp=sharing

10:26:27 From Doris Ling-Cohan, NYC To Everyone:

Please bring Dan back for more!

10:26:34 From Tina Jones, DE To Everyone:

Reacted to "Here is link to a go..." with 🙏

10:26:45 From Tamika Shiver - New York, NY To Everyone:

Reacted to "Please bring Dan bac..." with 🙏

10:26:51 From Jenn (Oneonta) To Everyone:

Reacted to "Please bring Dan bac..." with 🙏

10:26:55 From Chloe Choi (She/her), NJ To Everyone:

Reacted to "Here is link to a go..." with 🙏

10:26:57 From Chloe Choi (She/her), NJ To Everyone:

Removed a 🙏 reaction from "Here is link to a go..."

01:11:37 Vernel Jacob- Brooklyn, NY: Reacted to "They are also easier..." with 🙏

Videos of ACR-GNY & John Jay Roundtable Breakfasts are available here:

ACR-GNY website | <https://www.acrgny.org/RTB-Videos>

John Jay College of Criminal Justice Dispute Resolution website | <https://www.jjay.cuny.edu/DRC/EVENTS>

Started in the aftermath of 9/11 by Professor Maria R. Volpe, the NYC-DR Monthly Roundtable Breakfasts are co-sponsored by the Association for Conflict Resolution of Greater New York and the CUNY Dispute Resolution Center at John Jay College. The Breakfasts are organized and facilitated by Matthew Lattimer, Niki Borofsky, Emily Skinner, Chloe and Maria Volpe and occur the first Thursday of each month from 8:30 – 10:00 am (New York Time).

Please note, the views and opinions expressed at Breakfast Roundtables and in the Chat Transcript are those of the speakers and participants and do not necessarily reflect the beliefs or position of ACR-GNY or John Jay College.